



HQ Air Force Personnel
Center



Force Shaping Phase II

HQ AFPC/DPPR
66 MSS/DPM

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Force Shaping Phase II



- Background
- Force Shaping Policies
- Palace Chase
- Limited Active Duty Service Commitment Waiver Program (LADSC)
- Date of Separation (DOS) Rollback
- Timeline

Force Shaping Phase II

AFPC



- AF must get within authorized end strength
 - Authorized FY05 end strength 359,700
- To achieve FY05 end strength, AF needs ~22.5K more losses than currently projected
 - 4,500 Officers
 - 18,000 Enlisted

Force Shaping Programs

AFPC



- PALACE CHASE Component Transfers (**changed**)
- Limited ADSC Waivers (**changed**)
- Enlisted Date of Separation (DOS) Rollback
(**changed**)
- Officer/Enlisted Retraining
- Career Job Reservation Program
- Officer Continuation
- AFROTC Commission to ARC
- Retiree Recall Program (**changed**)
- Limitation of HYT Extension (**changed**)

New Force Shaping Programs

AFPC



- Lt Cols and Cols Retire w/ 2 years TIG
- AFROTC Commission to AD Army
- Cadet Disenrollees to Army
- Service transfers to AD Army (Blue to Green program)
- Reclassification of Officer/Enlisted Tech School Eliminees
- Suspend transfers from sister services
- Assignment and PME Declination
- Civil Service Employment

Force Shaping Phase II



PALACE CHASE -- liberalize rules & preserve capabilities in ARC

- All AFSCs eligible
- 1 year time in Service required for both officer and enlisted prior to requested DOS
- Transfer to ARC is a 2 for 1 commitment
- Bonus recoupment is waived
 - Recoupment for Scholarships/TA/ACP is required
- USAFA graduates are eligible
 - Requires education recoupment
- Previously disapproved may apply again

Force Shaping Phase II



PALACE CHASE cont'd

- Exclusions
 - Personnel who have not completed initial skills training
 - Personnel scheduled to retrain in a critical skill
 - Personnel in medical careers who have an educational ADSC
- All applications must be forwarded to AFPC

Force Shaping Phase II

AFPC



Limited Active Duty Service Commitment Waiver Program (LADSC)

- Allows officer and enlisted personnel to retire or separate prior to completing certain ADSCs
- All AFSCs may apply
 - Approval still based on AF needs
- Exclusions
 - Personnel currently attending initial skills training
 - Personnel serving with a Critical Skills Retention Bonus (CSRB)

Force Shaping Phase II

AFPC



LADSC cont'd

- Recoulement of unearned portions of bonuses is required
- All requests must be forwarded to AFPC
- Separations will be for miscellaneous reasons
- Retirements still require 20 YOS
 - Officers still require 10 years TAFCS

Force Shaping Phase II

AFPC



	MAXIMUM WAIVER OFFICER	MAXIMUM WAIVER ENLISTED
ADSC		
PCS (Any)	Full	Full
Promotion	N/A	18 months
AFIT (PHD)	36 months	N/A
AFIT (Masters)	24 months	24 months
Education w/Industry	Full	N/A
Extended Active Duty (EAD)	OTS 4 yrs; ROTC 2 yrs; Direct Commission full	N/A
Date of Separation (DOS)/Expiration of Term of Service (ETS)	N/A	Full
Bootstrap/Education Leave of Absence	N/A	Full
Intermediate/Senior Developmental Education	Full	N/A
Technical Training	Full	Full

Force Shaping Phase II



Enlisted Date of Separation (DOS) Rollback

- Accelerates the DOS of airmen with specific reenlistment (RE) codes and assignment availability codes to NLT 15 Jan 05
 - All AFSCs eligible
 - RE Codes
 - 2X (Denied Reenlistment)
 - 3D (Declined PCS)
 - 3E (Declined Training)
 - 4H (Serving suspended punishment pursuant to Art 15)
 - 4I (Serving on the Control Roster)
 - Assignment Availability Codes
 - 09 (Declined to extend/reenlist for PS/TDY)
 - 10 (Denied Reenlistment)
- Member must have (a) 14 years or less; or (b) more than 20 years of total active service at time of separation

Force Shaping Phase II



Enlisted Date of Separation (DOS) Rollback

- Assignment Limitation Code “C” personnel
 - Medical Assignment Limitation
- Accelerates DOS of enlisted personnel with an ALC “C” who will have 20 years of service as of 30 Jun 05
 - DOS will be accelerated to 30 Jun 05
 - Affected members are eligible to retire
 - Must retire NLT than 1 Jul 05
- If ALC is removed, member will be retained
- This program does not apply to officers

Force Shaping Phase II

AFPC



DOS Rollback cont'd

- Exclusions
 - Airmen under investigation, pending administrative discharge, under court martial charges, on appellate leave, or action is being considered under the UCMJ
 - MEB takes precedence over DOS rollback

Misc Programs



- Enlisted Retraining – Must retrain into shortage AFSC
 - If not qualified, will be separated
- Career Job Reservation – Program returns Jun 04
 - First-term airmen must apply to retain position in current AFSC
 - AF will approve or give retraining/separation option
- Officer Continuation – More restrictive
 - Target group is captains twice passed-over to major
 - Consideration given to shortage AFSCs
- AFROTC Commissionees to ARC – Limited to 120
 - Cadets with technical degrees are not eligible

Misc Programs

AFPC



- Reclassifying Tech School Eliminees
 - Limited to shortage AFSCs
(officer/enlisted)
- All Officer Recall Programs are Closed
 - Specified AFSC's may be considered on a case-by-case

Misc Programs



- High Year of Tenure (HYT) Extensions – Only accepted for **personnel in critical AFSCs and those with hardships**
 - Worked on a case-by-case basis
- HYT Cutoffs
 - SrA – 12 yrs; SSgt - 20 yrs; TSgt - 24 yrs; MSgt – 26 yrs; SMSgt – 28 yrs; CMSgt – 30 yrs
 - Capt (w/continuation) - 20 yrs; Maj- 24 yrs, Lt Col – 28 yrs; Col – 30 yrs

Misc Programs

AFPC



- Lt Cols And Colonels To Retire With 2-Years Time In Grade.
 - Secretary of the Air Force authorized
 - Reduction of 3-year TIG requirement
- AFROTC Cadet Transfers To Army (ROTC-To-Army)
 - Cadets can volunteer for an Army commissioned
 - Approvals are limited to 50 cadets during Phase II
- Cadet Disenrollees-to-Army
 - Cadets can disenrolled from AFROTC or USAFA to voluntarily enlist in the us army
 - Incurs a 3-year ADSC in Army

Misc Programs

AFPC



- All Sister Service transfers to AF Suspend
 - Effective immediately & for the duration of the force shaping program
 - Exception:
 - 13DXA (combat rescue), 13DXB (special tactics) & core major weapons systems only
- Declination Factors
 - Officer/Enlisted who decline an assignment or in-residence professional military education
 - Separated no later than 120 days after declination or timely retirement
 - Exception: needs of the Air Force dictate a later date.

Other Career Opportunities

AFPC



- Transfers to Army Active Duty (blue to green)
 - Eligibility: O-1 through O-3 and E-1 through E-5 personnel may apply to transfer to the Army.
 - All AFSCS are eligible to apply
- Employment with Civil Service
 - Personnel are encouraged to apply to join the civil service team

Force Shaping Phase II

AFPC



Timeline

- Applications for PALACE CHASE and LADSC
 - Starting 2 Jun 04 until closed by message
 - MPFs must ensure all applications are forwarded to AFPC
- AFPC will provide notification within 4 to 6 weeks
 - MPFs are not allowed to inquire until 4 weeks
- Separations: NET 15 Jul 04; NLT 15 Sep 05
- Retirements: NET 1 Aug 04; NLT 1 Sep 05



QUESTIONS?